

Ryerson Diversity Self-ID

The following content for the online employee Diversity Self-ID is shown with dividers to illustrate screen by screen information as it will appear in the online form.

Screen 1

Diversity Self-Identification

WHY SELF-IDENTIFY?

At Ryerson University, we believe that having faculty and staff who reflect the diversity of our students and our city makes us a better university. It is critical to Ryerson's success to remove barriers and promote inclusion of equity groups. Equity groups have been, and continue to be, underrepresented and marginalized in the workforce, leadership roles and in some specific occupations. For the purpose of this questionnaire, equity groups include: women, racialized people, Aboriginal Peoples, persons with disabilities and 2SLGBTQ+ people.

Please review the [Ryerson Diversity Self-ID](#) video for more information about why self-identification is important to the university, and our shared responsibility for advancing equity, diversity and inclusion at Ryerson.

INSTRUCTIONS

Please read each question carefully and check the response that you feel best applies to you. You may identify as part of more than one equity group.

Completing the Diversity Self-ID is **required**, however, you have the option to select, "Prefer not to answer," for each question.

Once you have completed the Diversity Self-ID as an employee, it is always available in eHR for you to update or review.

WHO WILL HAVE ACCESS TO THE INFORMATION AND HOW WILL PRIVACY BE PROTECTED?

Your information is used to produce aggregate data. No information that identifies an individual and their diversity self-identification data will be released or shared, except with those staff in Human Resources and the Office of Equity, Diversity and Inclusion who are required to access the information to fulfill their responsibilities, or with the permission of the person from whom the information is collected.

This information is collected under the authority of the Ryerson University Act and is needed to establish equity, diversity and inclusion goals and plans, report on progress in achieving goals, and for other related or consistent purposes. All personal information

that is collected is used, stored, and destroyed in accordance with Ryerson University's Information Protection and Access Policy.

If you have questions about the collection, use and disclosure of this information by Ryerson University, please review the detailed information and FAQs on the [Diversity Self-ID website](#) or contact Sri Pathmanathan, HR Recruitment, Retention and Employment Equity, 416-979-5000 ext. 7976, emequity@ryerson.ca.

ACKNOWLEDGEMENT

- I have read and understood the reasons why Ryerson is collecting this self-identification information, how it will be protected and used, and who will have access to the information.

Screen 2

Women

The purpose of this question is to obtain data about employees who identify as women, whether cisgender or transgender. There is a separate question that asks about self-identification based on gender identity and gender expression, as well as sexual orientation.

Do you self-identify as a woman?

- Yes
- No
- Prefer not to answer

Screen 3

Racialized People

For the purposes of the Ryerson Diversity Self-ID, the term "racialized people" includes persons who are non-Caucasian in race or non-white in colour and does not include Aboriginal Peoples in Canada. This terminology recognizes that through the process of racialization, societies create ideas of race as real, different and unequal, which impacts individuals' economic, political and social life.

There is a separate question to identify as Aboriginal Peoples in Canada.

Do you self-identify as a racialized person?

- Yes
- No
- Prefer not to answer

Screen 4 (only appears if yes selected on previous screen)

Racialized People

Please provide information about your race, to help the university better understand its diversity and barriers that may impact specific racial groups. While you may identify as a member of religious, cultural and ethnic group(s), and/or by country of birth, this question asks you to select the group(s) you identify as by race or colour only.

Please select all that apply

- Chinese
- Black
- South Asian (e.g. India, Pakistan, Sri Lanka)
- Filipino
- Latin American
- Arab
- Southeast Asian (e.g. Vietnam, Cambodia, Thailand)
- West Asian (e.g. Iran, Syria, Israel)
- Korean
- Japanese
- Indigenous person from outside of Canada
- Multiracial
- I would like to specify an identity in addition to selecting from the list
- Prefer not to answer

Screen 5 (only appears if employee indicates they wish to specific an identity)

Racialized People

Please enter the identity you wish to specify.

Screen 6

Aboriginal Peoples in Canada

For the purposes of the Diversity Self-ID, Aboriginal Peoples include persons who are First Nation, Inuit or Métis. The term Aboriginal Peoples was established by the federal government.

Do you self-identify as an Aboriginal person in Canada?

- Yes
- No
- Prefer not to answer

Screen 7 (only appears if yes selected on previous screen)

Aboriginal Peoples in Canada

Please provide information to help the university to better understand its diversity and barriers that impact specific Aboriginal groups.

Please note that Status refers to First Nations people who are recognized by the federal government as "Indians" under the federal *Indian Act*. Treaty refers to First Nations people who are Status and belong to a First Nation that signed a treaty with the Crown. Non-Status refers to individuals who consider themselves to be First Nations' people, but who are not recognized by the federal government as "Indians" under the *Indian Act*.

Please select all that apply

- First Nations: Status (including Treaty)
- First Nations: Non-Status
- Métis
- Inuit
- I would like to specify an identity in addition to selecting from the list
- Prefer not to answer

Screen 8 (only appears if employee indicates they wish to specific an identity)

Aboriginal Peoples in Canada

Please enter the identity you wish to specify.

Screen 9

Persons with Disabilities

For the purposes of the Diversity Self-ID, disability is defined as a long term or chronic physical, mental, emotional/psychiatric or learning disability, which may result in a person experiencing disadvantage or barriers concerning any or all aspects of employment. It should be noted that the social model of disability recognizes that disability is created not by any particular medical or physical condition, but rather by societal barriers.

If you require accommodation in the workplace, please contact your immediate supervisor, or [Workplace Wellbeing Services](#), 416-979-5000 ext. 2770, or your [Human Resources Consultant](#).

Do you identify as a person with a disability?

- Yes
- No
- Prefer not to answer

Screen 10 (only appears if yes selected on previous screen)

Persons with Disabilities

Please provide information to help the university to better understand its diversity and barriers that may impact people with specific categories of disabilities, and to help inform the Access Ryerson plan and initiatives.

Since we cannot capture every type of disability an individual may identify with, the following terms are provided as representative categories.

Please select all that apply

- Mobility/Dexterity (e.g. arthritis, paraplegia, muscular dystrophy, spina bifida)
- Blind or low vision
- D/deaf or hard of hearing
- Speech/Language (e.g. stuttering)
- Intellectual (e.g. fetal alcohol syndrome, Down's syndrome)
- Learning (e.g. dyslexia)
- Mental/emotional health (e.g. bipolar disorder, depression)
- Chronic Condition (e.g. multiple sclerosis, Crohn's, cancer, auto-immune conditions)
- I would like to specify an identity in addition to selecting from the list
- Prefer not to answer

Screen 11(only appears if employee indicates they wish to specific an identity)

Persons with Disabilities

Please enter the identity you wish to specify.

Screen 12

Sexual Orientation, Gender Identity and Gender Expression

2SLGBTQ+ is an acronym used at Ryerson to refer to people, as a group, who identify as Two Spirit, Lesbian, Gay, Bisexual, Pansexual, Trans, Gender Independent, Queer, Questioning, or who otherwise express gender or sexual diversity.

Do you identify as 2SLGBTQ+?

- Yes
- No
- Prefer not to answer

Screen 13 (only appears if yes selected on previous screen)

Sexual Orientation, Gender Identity and Gender Expression

Please provide information about your sexual orientation, gender identity and/or gender expression to help the university better understand its diversity and barriers that impact specific 2SLGBTQ+ groups.

The list is intended to be representative rather than comprehensive, providing Ryerson with some sense of the diversity of sexual orientation, gender identity and gender expression at the university without delving too granularly into individual uniqueness.

Please select all that apply

- Bisexual
- Gay
- Lesbian
- Queer
- Two Spirit

- Trans
- Genderqueer
- Non-binary
- I would like to specify an identity in addition to selecting from the list
- Prefer not to answer

Screen 14 (only appears if employee indicates they wish to specific an identity)

Sexual Orientation, Gender Identity and Gender Expression

Please enter the identity you wish to specify here.

Screen 15

EDI Contact

If you would like to be contacted about participating in activities for a specific equity group(s), and/or about general EDI events and initiatives at Ryerson, please indicate specifics below.

The EDI office or individuals organizing specific equity group activities, such as Community Networks, may understand that you identify as a part of an equity group(s), based on your selections below and may contact you using your Ryerson email or phone information.

Please select all that apply (Note that by selecting one or more of the first six items in the list below, you are providing permission to use your self-id information for the purpose of contacting you about specific equity group activities or general EDI initiatives or events)

- Women
- Racialized People
- Aboriginal Peoples
- Persons with Disabilities
- 2SLGBTQ+
- EDI general
- I do not want to be contacted about any EDI or equity group activities or initiatives

Screen 16

To complete the survey, click on Submit. To clear your answers and start over, click on Cancel.

Screen 17

Your survey has been submitted successfully. Thank you